

Memorandum of Agreement between the City of Saint Paul and the United Association of Plumbers Local 34 for the 2000 Wage and Fringe adjustment.

APPENDIX C (Revised 5/18/00)

1. The basic hourly wage rate for temporary and emergency employees appointed to the following classes of positions shall be:

	Effective <u>05/06/00</u>	Effective <u>5/1/2001</u> (or closest pay period)
Plumber	\$27.83*	**
Lead Plumber	\$30.28*	**
Plumbing Inspector	\$30.28*	**
Plumbing Inspector -Water Utility	\$30.28*	**
Senior Plumbing Inspector	\$31.28*	**

* This rate includes the \$3.27 taxable vacation contribution.

Apprentice

0- 6 months	50% of Plumber rate
7-12 months	55% of Plumber rate
13-18 months	60% of Plumber rate
19-24 months	65% of Plumber rate
25-30 months	70% of Plumber rate
31-36 months	75% of Plumber rate
37-42 months	80% of Plumber rate
43-48 months	85% of Plumber rate
49-54 months	90% of Plumber rate
55-60 months	95% of Plumber rate

The basic hourly rate for temporary employees whose length of employment and earnings require that they be subject to Public Employees Retirement Association (PERA) contributions shall be the temporary rate divided by 1.0448. This amount shall increase to 1.0518 on January 1, 1998 and is subject to further increase or decrease by the State of Minnesota.

2. The basic hourly wage rate for provisional, regular and probationary employees appointed to the following classes of positions and not receiving the fringe benefits listed in Article 12.2 shall be:

	Effective <u>05/06/00</u>	Effective <u>5/1/2001</u> (or closest pay period)
Plumber	\$24.53*	**
Lead Plumber	\$26.69*	**
Plumbing Inspector	\$26.69*	**
Plumbing Inspector - Water Utility	\$26.69*	**
Senior Plumbing Inspector	\$27.57*	**

APPENDIX C (Continued)

- C Effective January 1, 1998, this rate includes a taxable vacation contribution. In addition, notwithstanding Article 32, a calculation has been made to allow for 72 hours of paid holidays and 80 hours of paid vacation per fiscal year. Vacation carry over shall be paid in accordance with Section I H of the Saint Paul Salary Plan and Rates of Compensation. Vacation must be approved by the Head of the Department.

Effective May 1, 2000 (or closest payroll period), there will be an additional \$1.61 per hour increase added to the total package. The parties will agree prior to that date regarding the distribution of the \$1.61 between wages and fringes. This amount will be decreased by any increase in the Industry Fund. There will also be a \$0.10 per hour increase in the Forman Rate.

**Effective May 1, 2001 (or closest payroll period), there will be an additional \$1.65 per hour increase added to the total package. The parties will agree prior to that date regarding the distribution of the \$1.65 between wages and fringes. This amount will be decreased by any increase in the Industry Fund. There will also be a \$0.10 per hour increase in the Forman Rate.

3. The basic hourly wage rate for regular employees appointed to the following classes of positions who are receiving the fringe benefits listed in Article 12.2 shall be:

	<u>Effective</u>
	05/08/99
Plumbing Inspector	\$29.13
Senior Plumbing Inspector	\$29.96

If the Union elects to have the contributions listed in Appendix D increased or decreased, the Employer may adjust the above applicable rates for participating employees in such a way that the total cost of the package (wage rate plus contributions) remains constant.

In the event Local 34 and any plumbing contractor affiliated or not affiliated with Twin Cities Piping Industry Association and doing business in the seven county metropolitan area agree to a total commercial package different from the above total commercial package such differences shall be immediately applicable to the total compensation paid to employees covered by this Agreement.

The State of Minnesota has changed the Public Employees Retirement Association (PERA) contribution rates for employers and employees to 5.18% effective 01/01/98. This rate is subject to increase or decrease by the State of Minnesota.

APPENDIX D

Unless specifically noted, the contribution levels represent pre-tax amounts. Effective 05/06/00, for participating employees working in a title listed under the heading, Group A, in Appendix A, the Employer shall:

- (1) contribute to a Union designated **Credit Union** \$3.27 per hour, for which payroll deductions have been made, for all hours worked by participating employees, as defined in Articles 12.3, 12.4 and 12.5 of this Agreement.
- (2) contribute to a **Health and Welfare Fund** \$3.51 per hour for all hours worked by participating employees, as defined above.
- (3) contribute to the **Pension Funds** \$5.34 per hour for all hours worked by participating employees, as defined above.
- (4) contribute to the **Journeyman and Apprenticeship Training Fund** \$0.20 per hour for all hours worked by participating employees, as defined above.
- (5) contribute to the **International Training Fund** \$0.05 per hour for all hours worked by participating employees, as defined above.

The Employer will not make the above contributions for Holidays or vacation.

All contributions made in accordance with this Appendix D shall be forwarded to the Twin City Pipe Traders Service Association. The Employer shall establish Workers Compensation and Unemployment Compensation programs as required by Minnesota Statutes.

The Employer's fringe benefit obligation to participating employees as defined in Articles 12.3, 12.4 and 12.5 is limited to the contributions and/or deductions established by this Agreement. The actual level of benefits provided to employees shall be the responsibility of the Trustees of the various funds to which the Employer has forwarded contributions and/or deductions.

WITNESSES:

CITY OF SAINT PAUL

Jason Schmidt
Labor Relations

Date

UNITED ASSOCIATION OF PLUMBERS
LOCAL 34

Douglas Gale
Business Manager

Date